

**BOROUGH OF MANASQUAN
SPECIAL POLICE OFFICERS EMPLOYMENT AGREEMENT**

1. **JOB TITLE:**

Special Police Officer Class 1 and Class 2

2. **COURT AND SPECIAL EVENTS:**

A Special Police Officer called in for court and special events will receive a minimum of two and one-half (2 ½) hours of pay.

3. **EXTRA DUTY:**

The Chief of Police shall have the right to issue general orders concerning extra duty performed for outside contractors to insure that public safety needs of the community are appropriately addressed and that such outside employment is carried out in accordance with applicable State rules and regulations.

Extra duty work performed for outside contractors, which assignments are undertaken at the sol option of the employee, shall be paid through the payroll system of the Borough.

The general work rate during the term of this agreement shall be at the same rate as the Manasquan PBA Local No. 284, with the employer being permitted to subtract an administrative charge at the discretion of Mayor and Council through the adoption of a resolution setting the rate for the administrative charge. In each case, the net to the employee shall be at the same rate as the Manasquan PBA No. 284 agreement regarding extra duty work rates. The work rate for charitable organizations approved by Public Safety Committee (including the Manasquan Board of Education and religious institutions) shall be the same rate as the Manasquan PBA No. 284, with no reduction for the Borough, netting the employee the same rate at the Manasquan PBA Local No. 284.

The hourly work rate shall be increased (indexed) in each subsequent year by increasing the general work rate in the preceding year by a percentage equal to the salary increase granted to senior patrolmen effective for the year in which the indexed rate is being calculated.

The Borough and Association acknowledge that the general work rate to be paid to members of the Association for extra duty performed for outside contractors has been mutually established by the parties. Compensation to members of Association for this outside employment is made through the normal payroll system of the Borough as required pursuant to Attorney General Formal Opinion 1997-No.23. The Association acknowledges that this extra duty work is not mandated by

the Borough and that the system is established as an accommodation to permit Association members to perform extra duty work for entities other than the Borough.

The Association agrees, represents and warrants that it will not support or fund any lawsuit or challenge of whatsoever nature made by any individual or entity pursuant to the provisions of the Fair Labor Standards Act.

The Borough and Association agree that a copy of this Article shall be filed with the Division of Local Government Services of the New Jersey Department of Consumer Affairs. This Article shall be void should its application be prohibited by any applicable mandate of the State of New Jersey.

4. **UNIFORM MAINTENANCE:**

Each Special Officer shall receive an allowance of twenty cents (\$.20) per hour for the maintenance (cleaning, tailoring, repair, etc.) of uniforms.

A Special Officer, who has completed 5 or more years of service as a Special Police Officer with the Borough of Manasquan, shall receive a bi-annual allotment in an amount not to exceed \$120.00 for the purchase of work boots. The purchase of work boots shall be subject to the approval of the Chief of Police or the Chief's designee, who shall have the sole discretion to determine if it is necessary to purchase new work boots. Borough of Manasquan shall designate the vendor(s) in which the special officer shall purchase work boots. The Borough of Manasquan shall be responsible for the purchase of the work boots through an official Manasquan purchase order (not to exceed \$120.00).

5. **HIRING:**

Employees are hired by Resolution of the governing body subsequent to being interviewed by the Chief of Police or the Chief's designee. Each Special Police Officer shall be given a copy this employment agreement.

6. **GRIEVANCE PROCEDURE:**

A grievance is a complaint by an employee that there has been a misinterpretation or violation of policy, agreement or administrative decision which affects the employee. The employee will file a written grievance with the Chief of Police who will review it in an attempt to reach a resolution with the employee. If a resolution is not possible, the employee, Chief of Police, a representative of the Personnel Committee of the Borough Council, and a representative of the Public Safety Committee of the Borough Council will meet to discuss the grievance. If a mutually agreeable decision is still not reached, the Mayor and Council will decide the issue.

This Grievance Procedure shall not serve in lieu of procedure which must be followed in accordance with New Jersey Laws and Regulations.

7. **COMPENSATION:**

The compensation for employees covered under this Agreement shall be as follows:

CLASS I(HIRED PRIOR TO 9/2/14)					
	2016 Base	2017(2%)	2018(2%)	2019(2%)	2020(2%)
1st Year of Employment	\$ 16.55	\$ 16.88	\$ 17.22	\$ 17.56	\$ 17.91
2nd Year of Employment	\$ 17.27	\$ 17.62	\$ 17.97	\$ 18.33	\$ 18.70
3rd through 5th year of Employment	\$ 17.93	\$ 18.29	\$ 18.66	\$ 19.03	\$ 19.41
6th Year of Employment	\$ 18.52	\$ 18.89	\$ 19.27	\$ 19.66	\$ 20.05
CLASS II(HIRED PRIOR TO 9/2/14)					
	2016 Base	2017(2%)	2018(2%)	2019(2%)	2020(2%)
1st Year of Employment	\$ 18.48	\$ 18.85	\$ 19.23	\$ 19.61	\$ 20.00
2nd Year of Employment	\$ 21.02	\$ 21.44	\$ 21.87	\$ 22.31	\$ 22.76
3rd through 5th year of Employment	\$ 23.64	\$ 24.11	\$ 24.59	\$ 25.08	\$ 25.58
6th through 10th Year of Employment	\$ 26.48	\$ 27.01	\$ 27.55	\$ 28.10	\$ 28.66
11th through 20th Year of Employmen	\$ 26.66	\$ 27.19	\$ 27.73	\$ 28.28	\$ 28.85
20th Year of Employment and Over	\$ 26.97	\$ 27.51	\$ 28.06	\$ 28.62	\$ 29.19
CLASS I(HIRED AFTER 9/2/14)					
	2016 Base	2017(2%)	2018(2%)	2019(2%)	2020(2%)
1st Year of Employment	\$ 13.89	\$ 14.17	\$ 14.45	\$ 14.74	\$ 15.03
2nd Year of Employment	\$ 14.17	\$ 14.45	\$ 14.74	\$ 15.03	\$ 15.33
3rd through 5th year of Employment	\$ 14.45	\$ 14.74	\$ 15.03	\$ 15.33	\$ 15.64
6th Year of Employment	\$ 14.74	\$ 15.03	\$ 15.33	\$ 15.64	\$ 15.95
CLASS II(HIRED AFTER TO 9/2/14)					
	2016 Base	2017(2%)	2018(2%)	2019(2%)	2020(2%)
1st Year of Employment	\$ 15.53	\$ 15.84	\$ 16.16	\$ 16.48	\$ 16.81
2nd Year of Employment	\$ 15.85	\$ 16.17	\$ 16.49	\$ 16.82	\$ 17.16
3rd through 5th year of Employment	\$ 16.16	\$ 16.48	\$ 16.81	\$ 17.15	\$ 17.49
6th through 10th Year of Employment	\$ 16.49	\$ 16.82	\$ 17.16	\$ 17.50	\$ 17.85
11th through 20th Year of Employmen	\$ 16.82	\$ 17.16	\$ 17.50	\$ 17.85	\$ 18.21
20th Year of Employment and Over	\$ 17.16	\$ 17.50	\$ 17.85	\$ 18.21	\$ 18.57

Increases in compensation to employees shall take effect on the anniversary date of the employees' appointment to the Manasquan Police Department.

Duration of employment for a Class I Special Officer who receives a Class II certificate, and is subsequently employed as a Class II Special Officer by the Municipality, shall be based upon employee's Class I appointment date.

8. **AGREEMENT:**

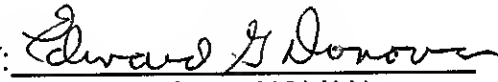
This agreement shall be effective as of January 1, 2017 through December 31, 2020.

IN WITNESS WHEREOF, the parties hereunto caused this agreement to be executed by their respective officers or agents on this 7th day of August, 2018.

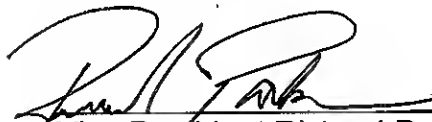
ATTEST:


BARBARA ILARIA
Municipal Clerk

BOROUGH OF MANASQUAN

BY: 
EDWARD G. DONOVAN
Mayor

ATTEST:
ASSOCIATION


Vice President Richard Parker

SPECIAL POLICE OFFICERS

By: 
President Donald Eisenman